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ABSTRACT

Two surveys conducted by the NEA Research Division provide an estimate of faculty load policies and practices in public junior and community colleges. These estimates are presented. (CK)

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RESEARCH INFORMATION FOR
HIGHER EDUCATION STAFF OF
NEA AFFILIATES

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FACULTY LOAD POLICIES AND PRACTICES IN PUBLIC JUNIOR AND COMMUNITY COLLEGES

TWO RECENT SURVEYS by the NEA Research Division provide an estimate of faculty load policies and practices in public junior and community colleges. In view of the need for current national estimates of faculty load this memorandum is being issued in advance of the publication of comprehensive reports of these surveys.

Estimates Based on Institutional Data, 1970-71

All junior and community colleges were asked in 1970-71 to report their policies and practices pertaining to normal and maximum faculty load and their expectation about hours per week faculty should spend in activities within their contractual arrangement with the institutions. Responses were received from 523 public institutions, about 61.7 percent of the 847 surveyed. These responding institutions employed 68.8 percent of the full-time faculty in all public 2-year institutions in 1970-71.

Base of Faculty Load

Table 1 shows that 71.0 percent of the public 2-year institutions use credit hours as the base for faculty load and that 41.5 percent express this policy in contact hours. About 3 institutions in 10 report their faculty load policy in more than one base. The large institutions to a greater extent than the smaller institutions express their faculty load policies in contact hours. The most frequently reported specific base is in semester hours (52.7 percent of institutions which employ 48.8 percent of the faculty) and the second most frequently reported is in contact hours (41.5 percent of institutions which employ 47.1 percent of the faculty).

The following summary shows the regional differences among public 2-year institutions in the base upon which faculty load is expressed. Compared with other regions, larger percentages of institutions in the Northeast base faculty load policy on semester hours and smaller percentages use quarter hours. Also, faculty load in contact hours is used more among institutions in the Middle and Northeast regions than in the Southeast and the West. Clock hours per week is used as a base for faculty load more in the West than in the Southeast and considerably more than in the Northeast and the Middle regions. Institutions in the Middle and West regions, to a greater extent than in the Northeast and Southeast, express their faculty load policy in more than one base.

Base of faculty load	Percent of institutions by region*			
	North-east	South-east	Middle	West
Credit hours (total)	66.7	70.3	72.1	73.0
Semester hours .	62.4	47.7	50.0	52.8
Quarter hours . .	3.2	22.5	19.9	20.2
Session hours . .	1.1	. . .	2.2	. . .
Contact hours	46.2	35.1	56.6	31.5
Clock hours per week	6.5	17.1	7.4	32.0
Other	6.5	2.7	8.0	8.4
Institutions reporting more than one base	23.7	23.4	37.5	35.4
Total number of institutions	93	111	136	178

*NORTHEAST: Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont. SOUTHEAST: Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia. MIDDLE: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin. WEST: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oklahoma, Oregon, Texas, Utah, Washington, Wyoming.

Faculty Load in Credit Hours—Table 2 shows that the mean *normal* load of faculty teaching

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courses where instruction typically is lecture, lecture-recitation, or lecture-discussion is 14 semester hours or 15 quarter hours. The median of the *normal* load policies is 15 semester or quarter hours.

The number of institutions reporting the *maximum* load in semester hours is 83.1 percent of the number reporting the *normal* load in semester hours. The number reporting the *maximum* load in quarter hours is 73.0 percent of the number giving the *normal* load in quarter hours. The mean and median policies pertaining to *maximum* teaching load are 16 semester hours and 18 quarter hours, respectively.

Faculty Load in Contact or Clock Hours Table 3 shows the distributions of 190 institutions expressing their policies in contact hours and in the 76 institutions using clock hours and the means and medians of their faculty load policies. Among these junior and community colleges the mean *normal* load was 17 contact hours and 22 clock hours. The medians were 15 contact hours and 20 clock hours.

The number of institutions expressing *maximum* faculty load policy in contact hours is 91.6 percent of the number reporting *normal* faculty load in contact hours. The number reporting *maximum* faculty load in clock hours is 76.3 percent of the number reporting *normal* faculty load in clock hours. The mean and median of *maximum* faculty load policies were 20 contact hours and 24 clock hours.

Total Clock Hours of Faculty Duties per Week Of the 523 reporting junior and community colleges 418 reported the number of clock hours per week during the regular academic year the institution expects full-time teaching faculty to spend in activities within their contractual arrangement with the institution. The mean number of hours per week expected from faculty in these institutions was 31 and the median was 30.

The institutional policies and practices regarding the total number of clock hours the 36,579 faculty are expected to direct to their contractual obligations in the 418 public 2-year institutions are as follows:

Clock hours per week	Percent of: Institutions	Faculty
Below 15	3.3	3.6
15-19	7.2	7.4
20-24	11.7	12.1
25-29	11.5	13.6
30-34	21.5	27.5
35-39	17.9	16.2
40-44	21.8	16.3
45-49	2.4	1.9
50 or more	2.7	1.4

The 148 of the 523 responding institutions (28.3 percent) that reported that this figure is specified in statements of institutional policy or contracts employed 34.0 percent of the faculty in the responding institutions.

Maximum Number of Course Preparations The public 2-year institution policies on maximum numbers of *different* and *new* course preparations are summarized in Table 4. The 334 institutions reporting the policy on number of *different* course preparations for faculty in both academic subjects and in vocational-technical subjects represent 65.8 percent of the 523 responding institutions. The 265 institutions reporting the policy on number of *new* course preparations for faculty in both academic and in vocational-techincal subjects represent 50.7 percent of the responding institutions.

The mean and the median maximum number of *different* course preparations for faculty is three. This applies to both faculty teaching academic courses and faculty teaching vocational-technical courses. In almost three-fourths (73.4 percent) of the institutions reporting their policies on maximum number of *different* course preparations the policies apply equally to faculty in academic fields and to faculty in vocational-technical fields. (These institutions employ 76.8 percent of the faculty.) In 12.9 percent the maximum is lower for faculty teaching in academic fields. In the remaining 13.8 percent the maximum is greater for faculty teaching in academic fields.

The mean of the maximum number of *new* course preparations for faculty is two and the median is one. These apply to both faculty teaching academic subjects and faculty teaching vocational-technical subjects. The institutional policies apply to both academic and vocational fields in 86.8 percent of the institutions which employ 88.3 percent of the faculty. The remaining institutions are split almost equally between those having the maximum number of *new* course preparations for faculty in academic fields smaller than for vocational-technical (6.8 percent) and larger than for vocational-technical fields (6.4 percent).

Faculty Load Estimates Based on a Sample Survey of Faculty, 1969-70

In spring 1970, members of a representative sample of faculty in public junior and community colleges were asked to report the number of courses they teach, the number of teaching hours each week, the total number of students taught, the number of students they counsel, and their opinion about the desirable source of standards for faculty load. The following are summaries of the responses of the 1,257 full-time faculty who teach

either a full-time load or a part-time load. The presence of some full-time faculty who teach only part time may account for the relatively low teaching load reported by a few of the respondents.

Number of Courses Taught. The following is a distribution of the public 2-year college faculty members by the number of courses they were teaching in spring 1970:

Number of courses	Percent of faculty
One	8.6
Two	18.2
Three	24.1
Four	23.3
Five	17.6
Six or more	8.2
Total	100.0
Mean	4 courses
Median	3 courses

Class Hours per Week—The public 2-year college faculty members are distributed as follows by the average number of class hours per week they were teaching in spring 1970:

Class hours per week	Percent of faculty
Less than 11 hours	11.2
11 to 13 hours	16.1
14 to 16 hours	37.9
17 or more hours	34.9
Total	100.1
Mean class hours	16 hours per week
Median class hours	15 hours per week

Number of Students Taught—The public junior and community college faculty members are distributed as follows by the number of students taught during the spring semester 1970:

Number taught	Percent
Fewer than 30 students	8.4
30 to 49 students	11.1
50 to 69 students	11.6
70 to 89 students	13.7
90 to 109 students	15.3
110 to 129 students	13.1
130 to 169 students	12.4
170 or more students	14.3
Total	99.9
Mean number of students	105
Median number of students	96

Number of Students Counseled Counselling of one or more students is reported by 47.6 percent of the faculty in public 2-year institutions. These faculty members counseled a mean of 28 students and median of 20 students.

Faculty Opinion About Desirable Source of Standards About Faculty Load The sample of public junior and community college faculty responded as follows to the question, "In your opinion which of the following should be the source of standards about faculty load?"

The academic discipline or subject area in which you have specialized	48.2 percent
The institution in which you are located	24.6 percent
Professional associations serving higher education faculty as a whole	20.8 percent
Other	6.4 percent

TABLE 1.—BASE USED TO DEFINE FACULTY LOAD IN PUBLIC JUNIOR AND COMMUNITY COLLEGES, 1970-71

Base	Percent of institutions by enrollment				Percent of faculty employed
	2,000 or more	1,000-1,999	Below 1,000	Total	
1	2	3	4	5	6
Credit hours (total)	56.2	74.4*	77.3	71.0*	63.2
Semester hours	41.6	56.4	56.8	52.7	48.8
Quarter hours	13.1	17.9	19.7	17.6	13.5
Session hours	1.5	...	0.8	0.8	0.9
Contact hours	51.1	42.7	36.0	41.5	47.1
Clock hours per week	24.1	10.3	17.8	17.8	19.5
Other	4.4	10.3	5.3	6.2	5.8
More than one base**	31.4	31.6	31.1	31.3	31.0
Total number	137	117	264	518	43,405

*Detail does not add to total because of rounding.
**Included in items above.

TABLE 2. NORMAL AND MAXIMUM FACULTY LOAD POLICIES OR PRACTICES IN PUBLIC 2-YEAR INSTITUTIONS EXPRESSING LOAD IN SEMESTER HOURS OR IN QUARTER HOURS, 1970-71*

Hours	Normal faculty load				Maximum faculty load			
	Semester hours		Quarter hours		Semester hours		Quarter hours	
	Percent of institutions	Percent of faculty	Percent of institutions	Percent of faculty	Percent of institutions	Percent of faculty	Percent of institutions	Percent of faculty
1	2	3	4	5	6	7	8	9
Less than 12	3.7	2.8	...	...	...	...	...	...
12	12.7	8.0	13.5	9.3	8.1	7.0	4.6	4.4
13	1.5	2.0	3.4	2.1	...	...	1.5	1.8
14	7.5	6.8	6.7	7.4	0.9	0.2	...	...
15	68.9	76.8	65.2	73.3	29.7	27.6	18.5	16.8
16	4.9	3.1	7.9	6.5	25.2	29.9	18.5	17.0
17	0.4	0.1	2.2	0.9	6.3	4.9	4.6	4.5
18	0.4	0.4	...	...	23.4	22.9	29.2	27.9
19 or more	...	...	1.1	0.5	6.3	7.5	23.1	27.6
Total number	267	20,773	89	5,784	222	16,686	65	3,953
Mean	14 hours	**	15 hours	**	16 hours	**	18 hours	**
Median	15 hours	**	15 hours	**	16 hours	**	18 hours	**

*Load data are for faculty involved with courses where instruction typically is lecture, lecture-recitation, or lecture discussion.
**Not calculated.

TABLE 3.—NORMAL AND MAXIMUM FACULTY LOAD POLICIES OR PRACTICES IN PUBLIC 2-YEAR INSTITUTIONS EXPRESSING LOAD IN CONTACT OR CLOCK HOURS, 1970-71*

Hours	Normal faculty load				Maximum faculty load			
	Contact hours		Clock hours		Contact hours		Clock hours	
	Percent of institutions	Percent of faculty	Percent of institutions	Percent of faculty	Percent of institutions	Percent of faculty	Percent of institutions	Percent of faculty
1	2	3	4	5	6	7	8	9
11 to 13	15.8	21.7	5.3	6.2	4.0	5.6	...	...
14-16	43.2	48.3	27.6	29.0	17.8	29.0	17.2	29.1
17-19	20.5	12.4	14.5	9.7	21.3	23.3	6.9	4.3
20-22	15.3	12.8	7.9	7.1	27.0	20.2	17.2	20.4
23-25	3.7	2.8	18.4	15.4	19.0	13.7	24.1	18.7
26-28	1.1	0.9	...	...	2.3	1.3	3.4	2.2
29-31	0.5	1.1	17.1	28.6	7.5	5.7	19.0	16.4
32 or more	...	...	9.2	4.0	1.1	1.2	12.1	9.0
Total number	190	18,286	76	7,367	174	16,269	58	4,329
Mean	17 hours	**	22 hours	**	20 hours	**	24 hours	**
Median	15 hours	**	20 hours	**	20 hours	**	24 hours	**

*Load data are for faculty involved with courses where instruction typically is lecture, lecture-recitation, or lecture-discussion.

**Not calculated.

TABLE 4. DISTRIBUTIONS OF PUBLIC JUNIOR AND COMMUNITY COLLEGES BY MAXIMUM DIFFERENT AND NEW COURSE PREPARATIONS FOR REGULAR FULL-TIME FACULTY, 1970-71

Number of course preparations	Percent of institutions having policy			
	Different course preparations		New course preparations	
	For faculty in academic subjects	For faculty in vocational-technical subjects	For faculty in academic subjects	For faculty in vocational-technical subjects
1	2	3	4	5
One	*	*	58.8	54.8
Two	16.5	17.8	22.5	23.2
Three	60.7	54.4	14.1	16.9
Four	17.3	20.5	3.6	4.0
Five or more	5.4	7.3	1.0	1.1
Total number of institutions.	387	342	306	272

*Not calculated.

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